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No. 1216



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CONSUMER GOODS AND DOMESTIC TRADE

GROWTH, PROBLEMS OF FOOTWEAR INDUSTRY DETAILED

Production Figures, Plans

Moscow EKONOMICHESKAYA GAZETA in Russian No 45, Nov 79 pp 1-2

/Article: "The Footwear Industry"/

/Text/ An important place in the production of industrial consumer goods belongs to the footwear industry. During the 10th Five-Year Plan much has been done on its reequipment. New capacities have been developed in each union republic for the purposes of bringing the production of footwear closer to the regions of consumption.

A high degree of concentration characterizes the sector. At present production associations constitute the basis of the footwear industry, they produce more than half of all the footwear. Within the associations themselves the specialization of the enterprises belonging to them is being carried out with the centralization of the technical and economic services, as well as supply and marketing. At large production associations, as experience confirms, the growth of labor productivity is accelerating and raw materials and materials are being used more efficiently.

Last year 740 million pair of shoes were produced in our country--42 million pair more than in 1975. The share of the enterprises of the USSR Ministry of Light Industry in the production volume is 94 percent.

At the 25th party congress it was noted that as the well-being of the Soviet people increases, the demand on our industry to produce not simply more goods for the people, but goods of high quality, which would completely meet the increasing needs of the consumers, is becoming more and more urgent. This is fully applicable to the footwear industry.

Some progress has been made since the beginning of the five-year plan in the matter of increasing the quality and expanding the variety of footwear. There have been certain improvements in the area of the modeling and designing of items. At present there are 11 houses of models of footwear. Of them, seven--in Tashkent, Alma-Ata, Tbilisi, Leningrad, Chelyabinsk,

Novosibirsk and Rostov-na-Donu--were organized during the current five-year plan. Like the All-Union House of Models, they are called upon to strengthen the cooperation with enterprises and to monitor the assimilation of new designs of items. Diverse models of modern fashionable footwear have been created. Last year 28 million pair of this footwear were produced--much more than in 1975.

On the average more than 60 percent of the models of items are updated annually. But the proportion of footwear of new models in the total amount of products being produced for the present is relatively small.

The leading production associations and a number of republic ministries of light industry have achieved good results in improving product quality. Thus, in Armenia 26 percent of all the footwear is marked with the State Seal of Quality, in Georgia--19 percent. On the whole for the USSR Ministry of Light Industry the proportion of footwear of the highest quality category in the total production volume last year was 10.5 percent, while this year its increase to 14.8 percent is called for.

The renovation of shops and enterprises is promoting an increase of the technical level of shoe production. In 3.5 years of the five-year plan 8,000 units of modern technological equipment and 70 highly productive flow lines have been installed at enterprises. The production capacities of the sector in 1978 increased by 6.5 million pair of shoes owing to reequipment, the introduction of an advanced manufacturing method and other measures. Labor productivity in the footwear industry in three years has increased 15.7 percent.

According to the plan of the current year it is planned to produce 755 million pair of shoes in the country, including 709 million pair at enterprises of the USSR Ministry of Light Industry. The assignment of nine months on the sale of products was fulfilled.

The socialist competition launched in the sector for the successful fulfillment of the assignments of the 10th Five-Year Plan is yielding a great impact. However, lagging enterprises are still the neighbor of leading enterprises.

The collectives of many leading enterprises of the footwear industry are displaying examples of highly efficient work in the drive for the successful fulfillment of the assignments of the five-year plan. The workers of the Moscow Zarya Production Association (G. Mukhanov, general director), by using counterplanning, are exceeding the assignments of the five-year plan on all the main technical and economic indicators. Here the competition of multi-stage brigades on the basis of the mutual responsibility for the output of the final product has become widespread.

The footwear of the Yerevan Masis Association (G. Arutyunyan, general director) is in good demand. It supplies 62 percent of the products to trade organizations with the index "Novelty." The socialist obligations on the

increase of labor productivity, the efficient consumption of materials and the saving of electric power are being exceeded. At present the collective of the association is working persistently on solving the problem of expanding the production of especially elegant footwear on highly mechanized production flow lines.

Among the leaders in the All-Union Competition are the workers of the Lida Shoe Factory in Belorussia (V. Vasil'yev, director). Here 34 percent of all the footwear is stamped with the State Seal of Quality. With allowance for the increasing demand of consumers 207 new models of footwear, including of the children's variety, have been put into production in recent times. Leading positions in the organization of the production of modern good quality footwear made from textile materials belong to the factory. An all-union school for studying this know-how is now operating at the factory. The workers of Baku Factory No 1 (A. Akhundov, director) are skillfully utilizing the production potential. The forms of the brigade organization of labor, which have been developed here, merit attention. The factory is leading in the competition with the Kishinev Zorile Association and the Tbilisi Isani Association.

In the ranks of the best enterprises of the sector is the Leather Footwear Combine imeni V. I. Lenin in Kirovskaya Oblast (B. Portnykh, director). Since the beginning of this year up to 40 new models of footwear have been put into production.

The dissemination of the know-how of the collectives, which selected effective work methods, is the most important task. The organization of the competition in the footwear industry and related sectors according to the principle "A Workers' Relay Race" should be improved.

Quality in First Place

So far the variety of footwear produced by many enterprises has not always conformed to the demands of the population, the low product quality remains a serious deficiency in their work. Thus, during the first half of this year, upon checking some batches of products the trade organizations returned to the Kutais Leather Footwear Combine (I. Gaimarudzhashvili, director) and the Ashkhabad Production Association (S. Babayev, director) for the elimination of flaws or degraded respectively 67 and 28 percent of the footwear. A considerable number of complaints are still being received about some types of footwear of the label of production associations--the Khar'kov Production Association (V. Ul'yanitskiy, general director), the Dnepropetrovsk Production Association (S. Semenyuk, general director) and a number of others.

In all for the system of the USSR Ministry of Light Industry last year and from January to July of this year the sale of individual batches of products was prohibited 220 times, complaints about 8.5 million pair of footwear were made by trade and 6.2 million pair were returned to enterprises.

The standards and other standard technical specifications for footwear and the materials for manufacturing it have been improved in recent years. Esthetic indicators of quality have been included in the All-Union State Standards, the standards of its consumer properties according to weight, flexibility and durability have been expanded. The standards are supplemented by requirements on the procedure of supplying a new product for production and on the mandatory delivery and acceptance of products in conformity with the approved samples (standards).

The strict observance of the established All-Union State Standards in all the links of production is of primary importance. Meanwhile, at a number of footwear enterprises the level of engineering preparation of production remains low, the manufacturing conditions are being violated. The work of laboratories, which monitor the technological processes, as well as the quality of raw materials, materials, semimanufactures and finished footwear, needs serious improvement. This applies to the technical control divisions of footwear enterprises.

The further increase of the output of footwear and the improvement of its quality involve the better, uniform loading of the available production capacities. For the sector as a whole with work in two shifts they are being utilized at a rate of 94 percent, which is considerably higher than it was in 1975. But the assimilation of the design indicators at new enterprises which have been put into operation is often delayed. For example, the footwear factories in Tambov for the present are operating at only two-thirds capacity, the factory in Raychikinsk (Amurskaya Oblast) is operating at 77 percent capacity.

Increase of the Output of Children's Footwear at Enterprises
of the USSR Ministry of Light Industry (millions of pairs)

1975.	258
1976.	268
1977.	273
1978.	280
1979 (plan)	285

The efforts of the competition participants are aimed at the more rational consumption of raw materials and materials. The collectives of the leading associations, combines and factories are ensuring a higher utilization ratio of raw material resources. At the footwear enterprises of the Lithuanian SSR Ministry of Light Industry in the first six months of this year 530,000 decimeters of chrome leathers--1.7 percent as compared with the standards--were saved when cutting the parts of footwear by increasing the yield of the cut. Constant work in the same direction is being performed at the Moscow Burevestnik Footwear Association.

However, they are treating the use of leather raw materials and other materials this zealously at far from all enterprises, their overconsumption is being allowed as against the set norms. At present up to 20 percent of the

leather end up as waste, which should cause the serious concern of both the shoemakers and the suppliers of the raw materials. To reduce the expenditures per unit in a year by only 1 percent means to save on the scale of the sector the amount of materials, which is sufficient for producing about 7 million additional pair of footwear.

The Bill to Related Sectors

The problem of increasing the quality of footwear largely depends on the enterprises and organizations of 26 related sectors, which supply various materials, raw materials, components and technological equipment. For the present the Soyuzpromiskozh All-Union Industrial Association (S. Solov'yev, chief) is slowly solving the questions of increasing the production and expanding the variety of artificial leathers and other materials. The demands of the shoemakers for rubbers of light and bright colors and "komvalon" with embossing which imitates natural leather are not being met. So far the association has not set up the production in the necessary amount of modern materials for the uppers of footwear, as well as linings.

Since the beginning of the five-year plan the tanning plants have slightly expanded the variety and improved the quality of natural leathers. Last year leather goods of the highest quality category worth 73 million rubles were delivered--sevenfold more than in 1975. However, the quality of the majority of natural leathers remains low. A large number of complaints are being received by the Kamyshlov (N. Kinev, general director), Lipetsk (V. Samarin, general director) and Gor'kiy (V. Demin, general director) leather associations of the RSFSR Ministry of Light Industry and by the Tbilisi Leather Association (V. Mamardashvili, general director) of the Georgian SSR Ministry of Light Industry.

The demand for footwear made from textile materials is constantly increasing. Many types of it with the stamp of enterprises of Moscow, Leningrad, the Ukraine, Belorussia, Armenia and a number of other union republics have a good reputation with the population. However, the growth of output and the rate of the increase of its quality are being checked due to the fact the sector is not receiving enough fabrics of modern textures and colors for the uppers and the lining or enough artificial fur. There are not enough bright fabrics for children's footwear.

Many enterprises of the USSR Ministry of the Timber and Wood Processing Industry, the USSR Ministry of the Pulp and Paper Industry and the USSR State Committee for Forestry regularly do not fulfill the plans of the procurement and supply of plant tannin extract raw materials, from which extracts are produced at the plants of the USSR Ministry of Light Industry.

The Ministry of Machine Building for Light and Food Industry and Household Appliances is carrying out the development and assimilation of the series production of new machines, as a rule, with the violation of the planned deadlines. Thus, the designing of equipment for the finishing of soles in unattached form was begun many years ago, but it is not being series produced.

In the past five years positive changes have occurred in the practice of organizing trade fairs for the wholesaling of footwear. In a number of instances special trade fairs are held for the sale to enterprises of leather goods, as well as accessories and other components. Unfortunately, as before during the post-fair period the enterprises often produce up to 8-10 percent of the footwear with deviations from the agreed on samples due to the inadequate supply of the stipulated materials. As a result not only are the interrelations with trade complicated, but unjustified production costs also arise. The need has arisen to shift from the customary form of supply of footwear enterprises and organizations to their complete provision on the set dates with the items of related sectors in complete conformity with the orders of trade for the supply of finished goods.

New Prospects

At present the footwear industry, in much the same way as other sectors of light industry, the preparation for the implementation of the decisions of the party and the government on the improvement of the economic mechanism is under way. Much that is new is being introduced in the practice of the interrelations of the ministries of light industry of the union republics, the USSR Ministry of Light Industry and the USSR Ministry of Trade. The conclusion of five-year agreements between the main administrations of the USSR Ministry of Trade (the wholesale organizations of the ministries of trade of the union republics) and industrial associations is stipulated for the purposes of increasing the responsibility for the more complete satisfaction of the demand of the population for footwear, as well as other consumer goods. This measure will be conducive to the updating of the variety, the improvement of the finishing of footwear and its appearance, the increase of the responsibility of the production associations of the sector for the filling of the orders of trade organizations, as well as the responsibility of the latter for the orders. The volume, variety and conditions of the delivery of footwear are defined concretely in the annual contracts.

In the sector itself it is necessary to convert to the evaluation of the results of the activity of production associations and enterprises, to their economic stimulation first of all with allowance made for the fulfillment of the plan of deliveries of footwear according to the variety in conformity with the concluded contracts.

Reserves exist in each section of footwear production. The collectives adopting and fulfilling counterplans are showing an example of their utilization. Thus, the workers of the Moscow Zarya Association, as was related in No 41 of EKONOMICHESKAYA GAZETA, have drafted a counterplan for 1980, which exceeds the assignments of the five-year plan according to both the quantity and quality of footwear. Other enterprises of the footwear industry can and should follow the example of the Muscovites.

Production in Siberia, Far East

Moscow EKONOMICHESKAYA GAZETA in Russian No 45, Nov 79 p 7

/Article by Stanislav Matveyevich Zverev, general director of the Novosibirsk Ob' Leather Footwear Production Association (Novosibirsk): "From Production to the Buyer"/

/Text/ The Novosibirsk Ob' Leather Footwear Production Association is only three years old. At present it is a unified technological complex, although enterprises which are different in the nature of production and are located a considerable distance from each other belong to it. The author of the article published below is Stanislav Matveyevich Zverev, general director of the Ob' Association. His working life began at the Novosibirsk Leather Footwear Combine, now the chief enterprise of the association. Here he was a fitter, he completed the institute without leave from work and received the diploma of a mechanical engineer, was the chief of a shift and of a shop, deputy chief mechanic, director, and since 1976 has headed the association.

Every day our association produces about 25,000 pair of footwear of 50 models, more than 200,000 dm² of rough skins and 350,000 dm² of chrome leathers. The production volume is steadily increasing, the product quality is being improved.

Last year the output of products with the index "N" increased by nearly one-third, while the number of items with the State Seal of Quality rose threefold. The program of this year is also being successfully implemented. In nine months consumers received footwear worth 3.7 million rubles in excess of the plan. And, what is by no means unimportant, the assignments on the variety and quality indicators were fulfilled. All this was achieved without an increase of the number of workers. Labor productivity increased 7.9 percent.

At present the collective of the association is carefully studying the decree of the CPSU Central Committee and the USSR Council of Ministers on the improvement of the economic mechanism. In this connection I would like to touch upon a number of questions of the planning and organization of the output of products under the conditions of the regional system and the setting up of associations similar to ours.

When an Association Is Set Up

The production units of our association are located in five cities of Novosibirskaya and Tomskaya oblasts and Altayskiy Kray. Such territorial dispersion at first complicated the formation of the association. But the matter was complicated to an even greater extent by the fact that our

sectorial ministry did not support the order on the setting up of the association either with plans or with any recommendations on this account. But, after all, it was obvious that enterprises of an extremely low technical level and subsidized enterprises would belong to the association.

On the basis of our own example we were convinced of how the formation of the collective was being delayed and how the achievement of good production results was being hampered due to the lack of adequate technical and economic substantiations and the necessary theoretical studies.

For example, such a question as the objective standards of the number of engineering and technical personnel and employees in the administration was not solved. It was necessary "without legal grounds" to create, for example, an automated control system for enterprises, an automated control system of technological processes, a House of Models and other services and subdivisions, which are not a part of the standard structure, to expand the warehouse facilities and to develop transportation, without which it is impossible to completely centralize the cutting out of intermediate products.

Today many difficult problems are behind us, all the works of the association are comparable and close in capacity. The tanneries supply all the branches fully with chrome and rough leather goods, while the House of Models is ensuring the development of the variety. The Gorno-Altaysk and Baranul shoe factories have been renovated, at the same time the production doubled due to renovation at the Biysk Shoe Factory.

A production control division has been set up in the association, which not only monitors the stages of production processes, but also keeps track of the fulfillment of the coordinated schedule of the production of cutting blocks, knives and spare parts in the shops of the ancillary works. A uniform gluing method of fastening has been introduced.

Thus, a unified technological complex has been set up with a developed production specialization and concentration, the output of products of many types from raw materials and materials of our own make has been organized.

In expanding the variety and improving the quality we are making a functional value analysis for each type of product, which saves us from unnecessary operations in the future.

The concentration of the incentive funds at the main works, the creation of a council of directors, a unified legal division and an academic course combine, and the consolidation of the ties with scientific institutions favorably influenced the effectiveness of the control of the economic mechanism. This helps to expedite the development of the branches of the association. For example, the Tomsk Shoe Factory in three years has increased the output of footwear 23.4 percent and has raised labor productivity 13.9 percent, the losses were reduced by 20 percent.

The Gorno-Altaysk Shoe Factory, as a result of the implemented measures on the mechanization and organization of labor, at the same time increased the output of footwear nearly 19 percent and reduced the production losses by one-half. At the Barnaul Shoe Factory the expenditures per ruble of commodity production were reduced by 2.9 kopecks, while the losses last year alone were reduced by more than 2 million rubles.

The obtained economic impact once again confirms that only large associations are capable today of forecasting the variety, improving the quality and increasing the output of products at the same time as solving social, technical and organizational problems.

Passive Intermediaries

Along with all Siberians we feel a sense of pride for the attention of the party and the government toward Siberia. The instructions and recommendations made by Comrade L. I. Brezhnev during his trip through our regions are of great importance for determining the ways to develop all the sectors of the production complex. They also directly concern those who are called upon to develop the output of consumer goods and to make the life of the people even better.

Our footwear is being sent today to Tyumen', to the regions of the Baykal-Amur Main Rail Line, the Far North and the Far East. Its quality, soundness and modernity have an influence on the comfort and spirits of the people. With allowance made for precisely this, the association increased the production of insulated footwear and is producing only chrome and textile footwear, having excepted artificial and synthetic leathers.

But here the problem of planning and supplying products to consumers under the conditions of the regional system of their production is arising. In our opinion, it is necessary to give the association an opportunity to work with the one main oblast base of the RSFSR Republic Office of Wholesale Trade in Footwear. Within the entire region and zones of operation of the association the councils of directors of the bases could solve the questions of the variety.

I am convinced that the current organization of wholesale and retail trade in many ways is hindering the work of enterprises. Today, contrary to common sense, stocks of footwear are being accumulated not at the wholesale bases, but in retail trade which, incidentally, is not at all provided with warehouse facilities. This is greatly restraining the maneuvering of commodity resources. At the wholesale bases the warehouse facilities also are considerably smaller than the standard and, unfortunately, for many years (for example, the Novosibirskaya Oblast base of the RSFSR Republic Office of Wholesale Trade in Footwear) have not been developed. The footwear is being stored in unfit facilities, which is in no way compatible with the demands on quality.

The separated bases of the region are not taking into account the products list of the Ob' Association as a whole, therefore there are cases of a disproportion between supply and demand. It is important to have for the entire region a single base with the appropriate branches, at which 80-90 percent of the footwear would be concentrated, since the technical level of the models is identical.

The decree of the CPSU Central Committee and the USSR Council of Ministers speaks about the need to develop a network of firm stores. So that they would truly become a kind of barometer of demand and the determination of the future, it is expedient, in our opinion, to transfer to the subordination of the production association a considerable portion of the stores of the regional market, which specialize in this type of commodity.

The inclusion of the issuing base of the RSFSR Republic Office of Wholesale Trade in Footwear in the association also seems economically expedient to us. Today this base, which has been given working capital and the right to use bank credits, while renting our warehouse facilities, continues to send out-of-season goods to trade centers instead of accumulating them. The inspectors of the bases (like numerous inspectors in trade) are occupied more with returns of footwear, while in production, for example, at the end of the flows of intermediate products the inspectors have been reduced to a minimum. It is necessary to combine the efforts of the inspection services first of all before the arrival of the products at the issuing base.

New Equipment Is Necessary

At many footwear enterprises of Siberia and the Far East, unfortunately, there is not enough modern equipment. And the question: Why is the USSR Ministry of Light Industry not taking steps to provide us with highly productive DESMA units, with which many enterprises of the country have been equipped? so far remains unexplained. Such a situation is also forming with the supply of units for the production of riding boots (AGO units), which replace the labor of many workers.

Already today no one disputes the fact that lines with the vulcanization of the sole, semi-automatic lines like the PLK-2-0 and units for nitro coats in chrome leather production should become the main ones at our enterprises. But they are also not being sent to the regions of Siberia in the required versions.

The collective is trying to raise the association to the level of a model association. But the RSFSR Ministry of Light Industry is aiming us toward the performance of all operations on the technical improvement of production by the so-called method of operation using the association's own resources.

The decree of the CPSU Central Committee and the USSR Council of Ministers on the improvement of the economic mechanism specified a long-range program of important measures. For us it is first of all the precise coordination of the activity of the planning organs of the ministry and the specific

prospects of the development of the enterprises of the sector, the more efficient cooperation of the USSR Ministry of Light Industry with the ministries of trade, the Ministry of Machine Building for Light and Food Industry and Household Appliances and the Ministry of the Chemical Industry. For the present our association does not sense, unfortunately, any cooperation between these ministries.

The collective of the Ob' Association understands its tasks and is trying as best as possible to meet the demands of consumers. The association has many tasks, great reserves and a good engineering base, a creatively working collective, traditions of tutorship and the experience of labor veterans.

The management, the party, trade union and Komsomol organizations are outlining already today the directions of work under the new conditions of the improvement of the economic mechanism. The workers and specialists are certain that the 10th Five-Year Plan will be completed successfully and a good foundation will be laid for the increase of production efficiency and work quality during the 11th Five-Year Plan.

Overproduction, Shortages

Moscow EKONOMICHESKAYA GAZETA in Russian No 42, Oct 79 p 17

/Article by A. Yarovikov, chief of the division of special-purpose commodity market studies of the All-Union Scientific Research Institute of the Study of Consumer Demand and Market Conditions: "A Shortage... Due to Surpluses"/

/Text/ Our industry is doing much so that the demand of the population for consumer goods would be met more completely. Today every person on the average in a year purchases nearly twice as many goods as, for example, 10 years ago.

At the same time in recent years the demands of consumers have constantly increased and changed. Such phenomena as the shortage of items needed by the population and surpluses of unnecessary items form right here.

The delayed reaction of production to consumer demands is becoming a barrier in the way of the equalization of supply and demand. And even when the plan of deliveries of goods to the trade network is fulfilled, it is not always possible to say that such a balance has been achieved. Thus, last year the planning indicators of the items of light industry were exceeded, but this did not eliminate the shortage of many goods.

It is completely inexcusable that at times the underdeliveries of items needed by the consumer are leveled by above-plan deliveries of goods which have a limited demand. Thus, with the constant nonfulfillment of the orders of trade for raincoats made from blended fabrics they are covered with interest with rubberized raincoats. Unmarketable goods sell poorly, accumulate in the stocks and lose their consumer properties.

The decree of the CPSU Central Committee and the USSR Council of Ministers, "On the Improvement of Planning and the Intensification of the Influence of the Economic Mechanism on the Increase of Production Efficiency and Work Quality," directly concerns the industry producing consumer goods. The key questions of planning and economic stimulation, the urgency of whose solution in the area of consumer goods production cannot be overestimated, are reflected in it.

The system in effect, which in the past yielded positive results, already does not always operate in the best direction.

A real means of eradicating such shortcomings is indicated in the decree of the CPSU Central Committee and the USSR Council of Ministers. It is the refinement of the system of physical measurers of the products being produced on the basis of the extensive use of scientifically sound technical and economic indicators, which make it possible to take into account the efficiency, quality and other consumer properties of the product. It is long-term economic ties of trade and industry. It is the evaluation of the results of the activity of production associations and the enterprises of industry, first of all on the basis of the fulfillment of the plans of the delivery of products according to the variety and on the set dates. It is a set of means for stimulating production efficiency. Here the main industrial ministries, which produce goods for cultural, general and household use, are called upon to play a considerable role in the proper distribution of production resources. As was specified in the decree of the CPSU Central Committee and the USSR Council of Ministers, they should appear at wholesale trade fairs as the general supplier of the corresponding goods.

New tasks requiring special concern are beginning to face industry. It is no secret that so far the concern on the part of production workers was inadequate.

Let us take, for example, footwear. The achievements of the footwear industry in increasing the amount of footwear being produced are still not the meeting of consumer demand. The bringing of the variety of products and their quality in line with the demands of consumers remains the main problem.

Often one may hear that the shoemakers are not keeping up with fashion, that fashion at the same time has a decisive influence on the preference of consumers. But how is the introduction of designed models in production proceeding? For example, of the 729 models of children's footwear, which were developed by the All-Union House of Models last year, only 59 were purchased by enterprises of Moscow. But this still does not mean the ultimate assimilation of the models.

Even if an item is introduced, in flow line production at times little remains of the initial idea and sample: the surface finish is not the same, the finishing has been replaced or simplified. Let us note that the very process of designing, approving and introducing models is drawn out in

time. Unfortunately, footwear, which has already had time to go out of fashion, often ends up on the counters of stores.

Special forms of small-scale flow line production might serve as a possible form for meeting the demand for highly fashionable footwear. Such production could be a part of the structure of our leading large enterprises, but could cover the entire cycle of production of small, constantly changing batches of highly fashionable footwear with the use of the most fashionable elements of the finishing, accessories and parts of footwear, which cannot be done by means of the conveyor system. Such footwear should be sold differently, in stores specially singled out for these purposes along with the best examples of leather haberdashery items, outerwear, gift, cosmetic and other highly fashionable goods, as well as with allowance made for the price markup for the additional expenditures on production.

In the footwear industry, associations embrace more than 70 percent of the enterprises of the sector and produce two-thirds of the total volume of footwear manufactured in the system of the USSR Ministry of Light Industry. This creates real opportunities for the specialization of enterprises, lines, flow lines and shops according to a finished-article and part attribute.

The experience of the Baltic republics and the Belorussian SSR, where now specialization in the production of footwear is already being accomplished, merits attention. In the Belorussian SSR, for example, provisions have been made for the development of a specialized factory for the production of children's footwear, and to aim the chief enterprise of the Vil'nyus Leather Footwear Production Association imeni P. Efdukyavichus at the production of women's footwear with synthetic uppers and so on. Each such enterprise will work for four republics. Apparently, specialization should extend its limits more and more and embrace not only republics, but entire regions (Central Asia, the Baltic republics, Transcaucasia and so forth).

It is necessary to note that the proper attention is still not being devoted everywhere to the increase of the quality of footwear. Thus, the proportion of items with the Seal of Quality in the total output of footwear in some republics ranges from a few percent to 20 percent or more.

The variety of children's footwear is being updated unsatisfactorily. There are certain reasons for this. For example, the coefficients of the complexity do not always reflect the real labor-intensiveness of production. Hence the pay of the workers producing children's items is lower than that of the workers who produce footwear for adults. As to so-called adolescent footwear, in essence it has slipped the mind of specialists.

A shortage and surpluses to a considerable extent are caused by the inadequate information of production workers about what and how much needs to be produced. At present the services of demand in almost all sectors of industry are small and are not staffed with skilled personnel. They have been organized mainly at scientific research and design organizations--even in the main ministries which are responsible for meeting the needs for some

types of goods. The production associations, which are engaged directly in the production of goods, virtually do not have such services. It is important to organize a most effective link of the services of demand with the production workers. This conforms completely to the spirit of the decree of the CPSU Central Committee and the USSR Council of Ministers, "On the Improvement of Planning and the Intensification of the Influence of the Economic Mechanism of the Increase of Production Efficiency and Work Quality."

Children's Footwear

Moscow SOVETSKAYA TORGOVLYA in Russian 25 Oct 79 p 2

/Article by E. Krass, All-Union Scientific Research Institute of the Study of Consumer Demand and Market Conditions: "Footwear for Children"/

/Text/ The decree of the CPSU Central Committee and the USSR Council of Ministers, "On Measures to Raise the Production of Goods for Children, to Increase Their Quality and to Improve the Trade in These Goods," is being carefully implemented.

Let us cite the following figure: in 1979 287 million pair of children's footwear should be produced, including up to 60 million pair of dress shoes, or 38 million pair more than were planned for 1978.

The styles, finish, models and color range of children's footwear, which is proposed by industry for 1980, are diverse. Thus, the Mogilev Shoe Factory produced in 1978 530,000 pair of children's footwear, in 1979 twice as much footwear will be produced, while beginning in 1980 the enterprise will specialize entirely in the production of the children's variety and will supply to the market about 1.4 million pair of this footwear. As compared with 1975 the Rostov Shoe Factory will supply 8 percent more of these items, and in 1980--17 percent more. Let us also say that the Tallin Kommunar Production Association proposes to produce in 1980 7 types of children's footwear with the Seal of Quality.

It is gratifying that in connection with the increase of commodity resources the shortage of many types of goods is being eliminated. Thus, in April 1979 uninterrupted trade in boy's low shoes and sandals sizes 22.5 and 24, low shoes for young school children, boots and chrome leather riding boots sizes 10.5-13, as well as other types of these goods, for example, was taking place in all the surveyed cities.

The satisfaction of the demand for children's footwear according to the total amount is also confirmed by the materials of a survey of retail trade specialists, which was conducted in the spring of 1979 by the All-Union Scientific Research Institute of the Study of Consumer Demand and Market Conditions. The demand for riding boots and footwear for boys is being met most completely, the demand for footwear for children of preschool age and for girl's footwear is being met to the least extent. At the same time the surveys showed that the variety does not always and everywhere meet the demands

of the population. It is a matter, for example, of boots of girls of school age and textile riding boots. In April 1979 correspondents of the All-Union Scientific Research Institute of the Study of Consumer Demand and Market Conditions reported interruptions in the trade in textile boots and house shoes in nearly one out of two of the surveyed cities.

There are not enough items of some sizes. Thus, there is still too little footwear for the smallest children and preschool children, that is, up to size 19. Kids of school age are better provided. However, industry should increase the supply of boy's footwear sizes 22.5-24. Boots and shoes sized 19.5-21.5 for girls of school age are also scarce.

The surveys of specialists and consumers showed that greater demands on comfort, durability and hygienicness are made on children's footwear than on goods for adults. Meanwhile, the Kishinev Zorile Production Association is supplying some types of goods of the children's variety of obsolete styles. This practice is being adhered to at the Poltava Experimental Shoe Factory and the Kimry Krasnaya zvezda Firm.

There are still many instances when some factories deliver poor quality products. It is a matter, in particular, of boy's sandals of the Khar'kov Shoe Factory. The unattractive girl's shoes of the Voroshilovgrad and Chernovitsa factories have a poor demand. Many types of children's footwear of the Tbilisi Isani and Narikala factories and the Ashkhabad 40 let TSSR Shoe Factory are notable for a low quality.

And there is more. The surveys showed that the fabrics used for the production of children's footwear do not meet the purpose. It is high time for the textile workers to set up the production of special high quality fabric for this purpose. This question has remained unresolved for a long time.

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ECONOMIC MANAGEMENT AND ECONOMIC STIMULUS

Moscow SOTSIALISTICHESKIY TRUD in Russian No 10, Oct 79 pp 3-10

[Article by V. Rzhhevskiy, candidate of economic sciences: "The Economic Mechanism and Economic Stimulation Funds"]

[Text] Among the measures envisioned by the CPSU Central Committee and USSR Council of Ministers decree "Improving Planning and Strengthening the Impact of the Economic Mechanism on Raising the Efficiency of Production and Quality of Work," considerable attention is given to further development of the system of formation of economic stimulation funds at production associations and enterprises in the 11th Five-Year Plan and procedures for using such funds. This is understandable. The formation and use of incentive funds play a determining role today in shaping the economic interests of association and enterprise collectives and matching their interests to the interests of society by inspiring collectives to adopt and fulfill stepped-up plans and to raise production efficiency and work quality. The system of formation and use of these funds includes the choice of criteria for evaluation of the activity of collectives and establishing a quantitative relationship between work indexes and the amount of incentive. It will have a greater effect on the final results of the activity of associations and enterprises if it reflects the basic challenges of state economic policy more accurately.

The system for evaluation of activity and stimulation in the 11th Five-Year Plan is being developed on the basis of accumulated know-how. It is a direct continuation of the policy of optimally combining the advantages of centralized management with an expansion of the rights and initiative of associations and enterprises. While maintaining succession the new system reinforces and develops the basic, fundamental principles of organization and stimulation developed and tested in practice during the Eighth, Ninth, and 10th five-year plans and generalizes know-how accumulated from economic experiments.

First of all the new system establishes as the object of stimulation fulfillment of the five-year plan with breakdown of assignments by years by associations, enterprises, and ministries.

During the economic reform opinions concerning the nature of the fund-formation indexes and amounts of stimulating norms have changed. Thus, as is common knowledge, during the Eighth Five-Year Plan two fund-formation indexes were used: growth rate of marketed output compared to the past year and level of profitability. But by 1968-1969 it had already become clear that under the economic conditions at that time the growth rate of, for example, sale of output compared to the past year was decisively influenced by state capital investment policy and did not, in most cases, depend on the enterprise. Therefore, beginning with the Ninth Five-Year Plan the object of stimulation has not been growth in indexes compared to the previous year, but rather fulfillment of the assignments of the five-year plan broken down by years. This means that the size of incentive funds is made directly dependent on fulfillment and overfulfillment of five-year plan indexes. The more successfully a particular enterprise fulfills its five-year plan, the more money its collectives receive for encouragement and the greater its opportunities will be to pay bonuses and improve the housing and domestic conditions of employees.

Comparing growth rates in production and labor productivity in running total for annual plans against similar indexes for the five-year plan and raising or lowering the amounts of incentive funds depending on this (using stimulating norms) gives enterprise collectives a greater interest in uncovering internal reserves. Stimulation of fulfillment and overfulfillment of five-year plan assignments and adoption of stepped-up yearly plans are organically combined with the organization of socialist competition based on counterplans and obligations.

Determining planned amounts of material incentive funds by years in the five-year plan and applying norms for deductions to these funds based on plan funds and indexes gives incentive to fulfill them ahead of schedule and makes it possible to secure correct proportions in stimulation. Developing and using norms in this way makes it possible to overcome the desire to look back at the "base."

The system of formation of incentive funds used in the Ninth and Tenth five-year plans made the amount of stimulation directly dependent on the degree of fulfillment of five-year plan assignments calculated in running total from a base year. It was the first industry-wide experiment with use of the five-year plan not only as a calculation document but also as a working economic document. This experiment involves only a relatively small part of the capital of enterprises, associations, and ministries: the economic stimulation funds. But its broad distribution made it possible to draw conclusions concerning the effectiveness of the system adopted and the advisability of changing to a general evaluation of the activity of enterprises, associations, and ministries depending on their fulfillment of the five-year plan calculated in running total from the base year of the five-year plan.

The new system of stimulation continues and elaborates the party policy of enlarging the role of qualitative indexes that reflect the final

results of enterprise and association work. In the Eighth Five-Year Plan two fund-formation indexes were used: growth in volume of production compared to the previous year and level of profitability. In the Ninth Five-Year Plan such qualitative indexes as growth and labor productivity and, in certain industrial sectors, the percentage of the total volume of production made up of output in the highest quality category became fund-formation indexes.

In the 10th Five-Year Plan the relationship between the size of incentive funds and fulfillment of five-year plan assignment for quality indexes was strengthened. In the first place, beginning in 1976 the assignments for percentage of total output in the highest quality category began to be ratified in the five-year plan and yearly plans of enterprises, associations, and ministries in most of the manufacturing sectors of industry, with a corresponding expansion of the sphere of stimulation of this index. In the second place, the objective is achieved both by selection of evaluation (including fund-formation) indexes and by increasing the amounts of stimulating norms. The relative size of norms is important here as well as their absolute dimensions. Thus, during the Ninth Five-Year Plan the amounts of stimulating norms for fulfillment of five-year plans for increasing production volume were higher in many sectors than norms for raising labor productivity. In 1974-1975 the situation was to some extent corrected by applying reduction factors to norms for growth in production volume, although the effect of quantitative indexes on the amounts of incentive funds remained very significant.

In the 10th Five-Year Plan the sizes of norms for fulfillment of five-year plan assignments for raising labor productivity and improving output quality were increased, while norms for indexes of production volume were lowered. As a result, the effect of quality indexes on the amount of incentive funds has increased sharply. At the same time, in the 10th Five-Year Plan the amount of incentive was made more dependent on fulfillment of the crucial final index of sales volume of output taking account of deliveries in conformity with contracts concluded.

In the new system of stimulation being introduced with the 11th Five-Year Plan the decisive role in forming incentive funds is given to qualitative indexes: growth in labor productivity, quality of output, and performance of deliveries in conformity with contracts concluded. This is being accomplished by increasing the stimulating norms several times. In addition, the role of profit, a final index, is being enlarged substantially. Indeed, beginning with the 11th Five-Year Plan the fund-formation norms will be calculated as a percentage of profit for the corresponding year according to the five-year plan and incentive funds will be determined in yearly plans on the basis of these norms, but using the profit planned for the particular year.

Thus, profit will become not just the source for formation of economic stimulation funds, but also a supplementary fund-formation index. Finally, establishing higher norms for enterprises that significantly increase the production of new, highly efficient output and new consumer goods will be an important factor in giving enterprise collectives a greater interest in improving work quality. It has also been determined that associations

and enterprises are using the capital in economic stimulation funds primarily to encourage improvements in quality indexes.

The new fund-formation system keeps the uniform system of norms from the ministry to the enterprise. It envisions that the norms of production associations and enterprises will be ratified within the framework of norms envisioned in the five-year plan for the ministry as a whole. This means that the ministries and departments will be able to form reserves for economic stimulation funds and use them to insure the stability of norms for the formation of enterprise incentive funds with due regard for specific working conditions and also to increase these funds for those enterprises at which the percentage of new types of articles in the total volume of output being sold is increasing. The existence of norms for ministries and associations and the formation of corresponding reserves (centralized funds) makes the stimulation system flexible and offers an opportunity to give enterprises and associations indexes that are differentiated depending on specific operating characteristics.

Different qualitative fund-formation indexes can be used taking account of the typical features of particular sectors and groups of enterprises: savings of material resources; return on capital; level of profitability; reduction of prime cost; as well as volume indexes, production of output in physical units, in the extraction sectors.

Experience with development of systems for the formation of incentive funds to reflect specific characteristics of the development of particular sectors was accumulated in the 10th Five-Year Plan. Thus, the Ministry of the Petroleum Industry, with the authorization of the interdepartmental commission of USSR Gosplan, introduced a system of stimulation using per-ton rates for deductions to incentive funds both for the sector as a whole and for production associations. The per-ton rate covers the material incentive fund of the entire collectives at industrial and drilling enterprises of the sector and nonindustrial facilities that serve them. Thus, all the employees of the production complex have a common interest in achieving the same goal with minimum expenditures. The differentiation of per-ton rates of deductions to incentive funds (for maintaining the level of petroleum or gas extraction, for increasing extraction, and for reducing specific labor inputs for regions of the country where petroleum extraction is growing or dropping) makes it possible to take account of differences in mining geological conditions, the "aging" of deposits, and other specific characteristics of the sector.

Similar work to prepare more efficient systems for formation of incentive funds with due regard for concrete conditions has been done in the coal industry and at various other ministries and departments.

The new fund-formation system envisions a need to calculate the absolute amounts of incentive funds in the five-year plan with a breakdown by years. This will make it possible to establish fund-formation norms, differentiated by year, that insure economically sound proportions of growth in wages, profit, labor productivity, and other five-year plan indexes and will allow, during the five-year plan, elimination of unfounded differences in incentive for employees of particular sectors, associations, and enterprises.

The creation of the actual mechanism of the fund-formation system for the 11th Five-Year Plan on the basis of the principles set forth in the decree of the CPSU Central Committee and USSR Council of Ministers entitled "Improving Planning and Strengthening the Impact of the Economic Mechanism on Raising the Efficiency of Production and Quality of Work" requires preparation of proposals on a number of pressing problems, some of them new.

In our opinion, the first issue that deserves attention is the rate of growth of the material incentive fund in the 11th Five-Year Plan. It is common knowledge that the material incentive fund is part of the general wages fund and bonuses and awards paid out of it have a direct impact on the organization of wages for workers and employees and the choice of forms and systems of wage payments. Therefore, the question of the size and growth rate of the material incentive fund cannot be decided in isolation from general wages policy. For example, growth in the wages of engineering-technical personnel and employees depends on an increase in their salaries and in payments from the material incentive fund, while the wages of workers are also increased by growth in the wages fund related to an increase in labor productivity.

An analysis of the effect of these factors on the growth rate and ratio of the average wages of different categories of workers in the last decade indicates, we feel, the need to modify established ideas concerning the rate of growth of the material incentive fund and the wages fund. As already observed, growth in the wages fund is used to raise the wage rates and salaries of all categories of working people and also to increase the average wages of workers in connection with growth in labor productivity. If the increase in wage rates and salaries is accomplished in such a way that workers, engineering-technical personnel, and employees receive equal additional pay, the growth in average wages of workers through the wages fund significantly exceeds growth in average earnings of engineering-technical personnel and employees from this source. At the same time, approximately equal growth in the material incentive fund and the wages fund is envisioned in the 10th Five-Year Plan. Then, if we consider that the proportion of the material incentive fund used for incentive for engineering-technical personnel and employees is about 50 percent of the fund and has not changed for many years, the average wages of workers should increase more rapidly than the average wages of engineering-technical personnel and employees. This is confirmed by figures from the Central Statistical Administration and by survey results. Differences between the wages of workers and engineering-technical personnel have decreased particularly fast in the last decade. In many sectors of industry, above all machine building, the average wage of workers has already overtaken and even passed the average wage of engineering-technical personnel.

Check calculations show that with the established proportions of distribution of the material incentive fund its growth rate must be 1.5 times greater than the growth rate of the wages fund while the proportion of that fund that is used for incentive for engineering-technical personnel

and employees should steadily increase. To put it more simply, the steady increase in the share of the wages fund going to workers should be compensated for by increase in the share of the material incentive fund going to engineering-technical personnel and employees.

It is apparent that under conditions of the scientific-technical revolution the question of maintaining correct proportions in wage payments to different categories of working people becomes especially important. During determination of the size of the material incentive fund in the 11th Five-Year Plan consideration should also be given to the necessity of overcoming unfavorable ratios by sectors and enterprises that occurred in numerous cases during fulfillment of the 10th Five-Year Plan.

The material incentive funds of ministries, departments, associations, and enterprises for 1985, the last year of the 11th Five-Year Plan, should be calculated as percentages of the 1985 wages fund using a table that takes account of the share of the wages fund of engineering-technical personnel and employees in the total wages fund of enterprise and organization personnel. This will make it possible, as was also true in the plan of the 10th Five-Year Plan, to determine the essential proportions in dimensions of incentive by sectors and enterprises and make provision in the plan for a gradual elimination of unfounded differences in sizes of bonuses and awards.

To be sure that proportions between growth in the incentive funds, labor productivity, production, and profit set by the five-year plan are maintained not only for the five-year period as a whole but also for particular years, a direct relationship should be established between the growth in incentive funds planned for the five years as a whole and the growth in profit envisioned for the same period. The use of norms obtained by dividing the total growth in material incentive funds by the total growth in profit will offer an opportunity to relate the amounts of funds by years with the final work indexes of enterprises and ministries.

Another important problem in making incentive for fulfillment of five-year plans more effective is the necessity of taking account of objective factors which affect fulfillment but were not yet known when the plan assignments were ratified. Experience with stimulating fulfillment of the assignments of the Ninth and 10th five-year plans illustrates that by the third or fourth year of the five-year period some associations and enterprises experience very substantial deviations from the five-year plan assignments as the result of the objective factors that are not under their control. These factors are redistribution of capital investment, change in mining geological conditions, change in economic setting (for example, the institution of the 200-mile fishing limit by most countries), and finally, flaws in the plan and disproportions permitted. The managers of these enterprises and their collectives know that under the changed conditions the assignments originally set by the five-year plan cannot be fulfilled. Nonetheless, their five-year plan is not altered, and stimulation funds are envisioned taking "common sense" into account.

In our opinion, the five-year plan is a characteristic of the large economic complex. At the same time, it can and must be carried to the level of each enterprise. However, the industrial association should have the right and appropriate reserves to change the five-year plans of certain enterprises, including lowering them, during work on their fulfillment. Such reserves are envisioned for industrial associations and ministries. The only thing missing is the right to revise assignments once during each five-year plan for the remaining years of the plan in cases where it is objectively necessary and wise.

The formation of production associations makes it possible to enhance the role of stable (five-year) economic norms. But if these norms are to be truly stable for a five-year period, the five-year plan assignments themselves must be refined once in the five years. This is one of the main conclusions, we feel, to be drawn from the experience of evaluating fulfillment and stimulation of five-year plan assignments accumulated by virtually all industrial ministries and their enterprises.

The five-year plan is the basic form of planning under conditions of scientific-technical progress and increasing concentration of production, and fulfillment of five-year plan assignments is the primary object of stimulation. As a rule, five-year plan assignments remain unaltered during the entire five-year period in many sectors. However, if new reserves are found, capital investment is redistributed, or major changes occur in the world market situation, the five-year plan assignments for the remaining years should be revised.

The five-year plan assignments of ministries, departments, associations, and enterprises should, we feel, be modified in the same manner and at the same level as during their ratification. The five-year plan assignments of particular enterprises must be refined, usually without changing the five-year indexes for the industrial association or entire ministry.

It would be best to refine assignments concurrently with ratification of the plan for the next-to-last year of the five-year plan, that is, for the last two years. We believe that it would be wise at the same time to work out a draft plan for the first two or three years of the next five-year plan. Refining five-year plan assignments in the approximate middle of the five-year period and creating the foundations for planning continuity are absolutely essential with the current level of economic development and concentration of production. This is one of the main conclusions from the first experiment made during the Ninth and 10th five-year plans with carrying five-year plans down to the enterprise level.

As the material and financial reserves necessary for proportional and balanced development of the economy accumulate, the level and quality of planning rises, and production becomes more concentrated and integrated, there will be less need to refine the five-year plans of particular associations and enterprises during their fulfillment.

The new system of stimulation, which gives associations and enterprises a greater interest in and responsibility for fulfillment of the quality indexes of the five-year plan is to be introduced at the start of the 11th Five-Year Plan. To accomplish this the central planning and financial agencies, industrial ministries, and associations and enterprises must accumulate the necessary experience with the use of stable norms for the formation of funds, uncover the difficulties that may arise during practical application of the new system, and outline ways to overcome them. As check calculations have demonstrated, the use of the new system for formation of incentive funds in drawing up the annual plan for 1980 with due regard for fulfillment of the assignments of the 10th Five-Year Plan for this year would not be advisable. Significant deviations in fulfillment of five-year plan assignments for particular ministries and associations with heightened norms would cause unjustified differences in amounts of incentive payments. At the same time, the new system of fund formation may be used in practice during execution of the 1980 plan.

To do this it will be necessary to develop and ratify norms for the formation of incentive funds on the basis of totals that have been determined in the yearly plan for 1980 on the basis of the current fund-formation system and using the quality indexes of the work of ministries, associations, and departments calculated by running totals for 1975-79 and according to the 1980 plan. In our opinion, it would be wise to use the same norms for formation of funds in 1981. The point is that the plan for the first year of a five-year plan is ordinarily ratified before ratification of the regular five-year plan and requires special fund-formation methodology.

The transition to the new system requires solving various methodological problems. Thus, when changing from fund-correcting to fund-formation norms it is necessary, as was true during the Eighth Five-Year Plan, to determine what part of the material incentive fund will be formed from the index of growth in labor productivity and what part will come from the index of output quality. We think that for entire ministries and industrial associations that have both indexes it would be completely acceptable to divide the fund into two equal parts: 50 percent for growth and labor productivity and 50 percent for the quality index. As for production associations and enterprises, it would seem wise to give ministries the right to differentiate these ratios depending on their operating conditions.

Next we must review and decide the question of which index of growth or increase in labor productivity (or output quality) is most suitable for stimulation and development of appropriate norms, bearing in mind the need to evaluate and stimulate fulfillment of the five-year plan computed relative to the base year for a corresponding period of the plan. As check calculations show, the greatest norm stability is achieved where they are calculated on the basis of the index of average annual rate for the corresponding period of the five-year plan. Thus, if labor productivity should rise 34.3 percent at an enterprise in four years of a five-year plan, the average annual rate for the four years will be

7.65 percent. To calculate the norm in this case it is necessary to divide 50 percent of the material incentive fund envisioned in five-year plan calculations for this year by 7.65 and assign the resulting amount to profit (or to the wages fund of the base year). If, for example, growth in labor productivity according to the yearly plan for the fourth year of the five-year plan will be 32.9 percent or an average of 7.4 percent a year, then the material incentive fund in the yearly plan will be set at $7.4/7.65$ of the amount stipulated in calculations for the five-year plan.

But if the index of rate of increase in the index during the corresponding period is used for the calculation, it is not difficult to observe that the norm will decrease progressively toward the end of the five-year plan. Thus, with an average annual growth rate in the index of five percent, the norm for the first year will be 10 percent of the material incentive fund for a one percent increase in the index ($50/5 = 10$). In the second year it will be five percent ($50/10 = 5$), and in the final year will be less than two percent for each percentage point of growth in the index. This is not right. Using the index of growth produces more stable norms, but they will be too small, 0.5 percent of the material incentive fund in our example, while growth of the index will be less than 50 percent ($50/105$), which is much lower than existing norms.

Development of norms for the percentage of output in the highest quality category is more complex. The level of this index ranges from 2-3 to 99-100 percent at different enterprises. Differences in the levels of norms for this index calculated as the result of dividing the appropriate share of the material incentive fund by the level of the index may lead to unjustified differences in the sizes of funds, especially when this method of calculating norms puts those collectives that have already achieved higher indexes in a worse position. The problem can be simplified and solved, in our opinion, if we change from the index of percentage of total production volume belonging to the highest quality category to assigning a growth rate for volume of output in the highest quality category. Considering that the index now is computed on the basis of the absolute monetary value of the output produced in the highest quality category, the change to the index of growth rate in the production of this output is not technically difficult. Norms computed on the basis of average annual rates of increase in the quality index can be fairly suitable and stable as stimulation norms for growth in labor productivity also.

The use of new, higher norms during performance of the 1980 plan will significantly increase the interest and accountability of enterprise collectives for fulfillment and overfulfillment of plan assignments for this year. As we have already observed, the same norms can be used to determine the sums of incentive funds according to the plan for 1981. The only thing necessary is to reduce them by the same percentage as profit is supposed to increase according to the plan for 1980. This is understandable, of course. Because the norms will be expressed as percentages of profit, growth in profit in 1981 will bring about a proportionate and automatic increase in incentive funds. To avoid this, the above-mentioned correction must be made. Then, in order to increase incentive funds in 1981 compared with 1980, it will be necessary to improve

the quality indexes of the 1981 plan over the same indexes in the 1980 plan. But if the indexes of growth in labor productivity, output quality, and growth rate of profit in 1981 are the same as in the 1980 plan, the incentive funds will also remain at the same level.

Putting the new system of stimulation into effect and preparing the basic statutes on formation and use of economic stimulation funds in the 11th Five-Year Plan requires an experimental check of the proposals that have been made. Scientists and specialists from enterprises, ministries, and departments must participate in this large project.

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MANPOWER: LABOR, EDUCATION, DEMOGRAPHY

MODEL STATUTE ON BONUS PAYMENTS TO ASSOCIATION EMPLOYEES

Moscow SOTSIALISTICHESKIY TRUD in Russian No 10, Oct 79 pp 115-118

[Article by I. Galitskiy: "Incentive for Employees of the Administrations of All-Union and Republic Industrial Associations"]

[Text] The new model statute on bonus payments to the employees of the administrations of all-Union and republic industrial associations for the primary results of economic activities applies to employees of the administrations of all-Union and republic industrial associations operating on the basis of the General Statute on the All-Union and Republic Industrial Association, to the employees of USSR-republic and republic ministries and departments in the Union republics whose activities, according to decision of the Council of Ministers of the particular union republics, are organized on the conditions contained in the General Statute, and to the employees of main production (sectorial) associations of USSR ministries and departments that have switched to autonomous financing. Employees in all categories may receive bonuses on the basis of this statute. The range of persons receiving bonuses is determined by the manager of the association with the consent of the trade union committee.

Former indexes and conditions of bonus payments have been refined taking account of experience accumulated in the last two years, the new system for incentives to employees of production associations and enterprises, and the resulting higher demands for stimulation of the work of middle-level administrative employees.

Management employees (the association manager, his deputies, the chief engineer, the chief of the planning division, and the chief accountant or senior accountant acting as chief), engineering-technical personnel, and clerical employees of all-Union and republic industrial associations receive bonuses for the fulfillment and overfulfillment of the quarterly plans (assignments) of their associations for raising labor productivity, percentage of total output in the highest quality category, sale of output (or other index that expresses production volume), profit (decrease in prime cost) or profitability, and for fulfillment of assignments to devise, incorporate, and introduce new technology

(assignments envisioned in the state plan of economic and social development of the USSR national economy, in programs ratified by the State Committee for Science and Technology to solve fundamental scientific-technical problems, and in the USSR Gosplan for the introduction of scientific-technical advances in production) and assignments based on the list of most important types of output in production.

Unlike the former procedure, the production list must include output envisioned in the state plan of economic and social development of the USSR national economy and all output of the schedule of USSR Gosplan for production of which the industrial association is a leading association. This procedure increases the accountability of industrial associations for fulfillment of this crucial index in the sector, which has a positive effect on the work of subordinate production associations and enterprises. For particular associations whose production lists include large numbers of points from the state plan, the ministry is given the right, with the consent of USSR Gosplan, to establish a group assortment.

There is one more distinctive feature. The most important types of output are chiefly supplied to other sectors, but particular types of this output are, according to plan, consumed in the sector itself. Therefore, the ministries (departments) and Councils of Ministers of the Union Republic can now authorize payment of bonuses to employees of industrial associations in cases of non-fulfillment of assignments for particular types of output in the report quarter if it was manufactured and delivered in the preceding period or was taken out of production on the demand, affirmed by USSR Gosplan (or the Union republic gosplan), of the consumer or customer.

Where one of the primary association-wide indexes, with the exception of those concerning the production list, is not fulfilled no bonuses are paid. At the same time, ministries (departments) and Councils of Ministers of the Union republic can authorize, as an exception, the managers of industrial associations to award bonuses to employees of particular structural subdivisions for fulfillment of their assignments (for example, to employees of the capital construction division for fulfillment of the plan for introduction of construction projects in the report quarter, to employees of the technical division for fulfillment of the plan for building and introducing new equipment, and so on). But the amount of the incentive cannot exceed 50 percent of the bonus for fulfillment of the bonus indexes.

The question of bonus payments for overfulfillment of all indexes or of certain ones that are most important for a particular enterprise is decided by the ministry.

The statute envisions giving the employees of industrial enterprises greater material interest in raising the production of output with the state Mark of Quality. Thus, it is stipulated that assignments for sale of output, profit, profitability, and level of profitability are planned without regard for incentive supplements to existing wholesale prices of production-technical output for efficiency and the Mark of Quality and prices of new and improved consumer goods, but the supplements are taken into account in evaluating plan fulfillment. If the

plan for volume of output sales, profit, profitability, and level of profitability was not fulfilled without consideration of these supplements, the amounts of bonuses for achieving basic indexes are lowered. The scale of reduction in amounts of bonuses is ratified by the ministry (department) and Council of Ministers of the Union republic with the consent of appropriate trade union committees.

The indexes introduced in the statute for bonus payments to employees reflect the most important aspects of association activity in working conditions that are typical for them. But in practice certain indexes may not suit the specific characteristics of the activities of certain associations. Therefore, the model statute observes that USSR ministries (departments) and the Councils of Ministers of the Union republics may introduce other bonus payment indexes for management, engineering-technical, and clerical employees of the administrations of certain industrial associations related to special characteristics of their work, but only with the consent of the USSR State Committee on Labor and Social Problems and the AUCCTU.

The primary indexes cited above do not cover all aspects of the production and economic activity of industrial associations. They reflect only the most important ones. There are numerous other indexes that reflect other aspects of this activity, and the results of association work also depend on fulfillment of them. Therefore, supplementary bonus payment conditions are envisioned and recommended in the model statute. Where they are not fulfilled the amount of the bonus is reduced. With the consent of the appropriate trade union committees, ministries (departments) and Councils of Ministers of the Union republics, considering the tasks and distinctive characteristics of production sectors and the primary directions of development of socialist competition, may adopt various supplementary bonus payment conditions for the management employees of the administrations of industrial associations: level of return on capital; savings of material expenditures, including reduction in use of fuel, energy, and metal; launching and incorporation of production capacities on time and improving their use; increasing production and raising quality of consumer goods; reducing above-norm stocks of commodity and material assets, and so on. Supplementary bonus payment conditions can be instituted for other administrative employees of industrial associations by the manager of the association with the consent of the local trade union committee. Where the supplementary conditions are not fulfilled bonus payments to management, engineering-technical, and clerical personnel are reduced according to the degree of fulfillment of these indexes, but not by more than 50 percent.

When determining bonuses for administrative employees of industrial associations consideration should be given to fulfillment of assignments and obligations for delivery of output in the amount and assortment and at the time stipulated by contracts concluded (orders accepted for performance). Where obligations for delivery of output are not met, employees are partially or completely deprived of bonuses in the manner established by the ministry (department) and Council of Ministers of the Union republic. The maximum percentage of underfulfillment of the plan for volume of sales of output according to delivery of output

in conformity with contracts is determined taking account of the average level of this percentage for subordinate enterprises and a scale of reduction in bonus sizes is established. Fulfillment of the plan for volume of sale of output with due regard for contract deliveries is evaluated by the sum of fulfillment of plans for this index by subordinate enterprises.

Administrative workers at industrial associations receive bonuses for fulfillment and overfulfillment of current quarterly plans for all indexes, that is, without regard for their fulfillment by running total from the start of the year, out of the capital of the industrial association's centralized material incentive fund. The model statute stipulates that no special fund for bonus payments to these employees is to be created. The money for bonus payments is allocated according to a ratified norm (as a percentage of the total material incentive fund for the entire association). When such norms are being ratified it should be assured that association employees have an interest in adopting stepped-up plan assignments. It is important here to insure uniformity in amounts of money used as the basis for calculating norms of capital allocated for bonus payments from the centralized fund. The model statute establishes an initial norm for this capital. At industrial associations where new salary schedules have been introduced the norms for this capital are determined by figuring that the total capital for bonus payments in the year of introduction of the new wage conditions will be 10 percent of the wages fund for administrative employees of the association by salary schedules. This capital is used to make it possible to give material incentive to the collectives of the associations of industrial associations that win the socialist competition among the associations of the particular ministry. To achieve this the ministries (departments) and Councils of Ministers of the Union republics are granted the right to centralize not more than 15 percent of the capital allocated for bonus payments to employees.

The procedure for determining the amounts of bonuses for the employees of industrial associations is similar to the existing procedure in subordinate production associations and enterprises. Thus, the amount of bonuses for fulfillment of bonus payment indexes is established each year at the same time as plan assignments are ratified; these amounts are determined as limits on capital allocated for bonus payments in the particular year in conformity with the norm. It should be considered here that money which was authorized for this purpose in the preceding year but not used because of failure to fulfill indexes and bonus payment conditions cannot be used in a successive year. The sizes of bonuses for overfulfillment of bonus payment indexes are set as limits on capital additionally received according to the ratified norm for material incentive to employees in connection with overfulfillment of the plan. For the management employees of association administrations the amounts of bonuses are set by the ministry (department), Council of Ministers of the Union republic with the consent of the appropriate trade union body. These bonuses should not exceed the average size of bonuses for the administration of the industrial enterprise (as a percentage of salaries). The manager of the association, with the consent of the local trade

union committee, determines the amounts of bonuses for other administration employees. The difficulty of plan indexes for the association, growth in labor productivity, level of use of production capacities, raw materials, fuel, and energy, and the level and difficulty of those indexes which characterize the activity of particular services and divisions of the administrations of the associations should be considered when calculating bonus sizes; indexes for each division may differ.

The model statute also envisions that employees of associations will be accountable for the failure of particular enterprises belonging to the association to fulfill plan indexes. Bonuses figured for the management employees of association administrations based on quarterly work results are reduced for each enterprise subordinate to the association that does not fulfill its basic indexes and bonus payment conditions. The concrete amounts of the bonus reduction are set by the ministry (department) and Council of Ministers of the Union Republic depending on the number of enterprises subordinate to the association and the special features of their work. The managers of industrial associations can reduce the bonuses of employees of association administrations responsible for the fulfillment of plan indexes by enterprises in the same manner. Thus, the technical service can be accountable for failure to fulfill plans for new equipment, while the supply division will answer for failure to fulfill contract assignments, and so on.

Material accountability is also envisioned where the ratio between growth in labor productivity and average wages is violated. If growth in average wages exceeds growth in labor productivity calculated by running total from the start of the year for the association as a whole, the bonuses figured for employees (as percentages of salaries) are reduced in amounts set by the ministry (department) and Council of Ministers of the Union Republic with the consent of the appropriate trade union body.

When plans are corrected downward, management workers of the association are fully or partially deprived of their bonuses, but not by more than 50 percent.

The employees of all-Union and republic industrial associations have greater accountability for overexpenditure of the wages fund than the employees of subordinate enterprises have.

Employees of association administrations receive bonuses for quarterly results. For such a period they receive just 75 percent of the bonus due, with the remaining 25 percent paid on the results of the fiscal year on the condition that the basic bonus payment indexes are fulfilled for the entire year. Where particular bonus payment indexes are not fulfilled for the year's results bonuses are reduced as much as 50 percent.

Employees of industrial associations may also be paid incentive for fulfillment of particularly important production assignments using capital put at the disposal of ministries and department managers to encourage enterprise and organization employees. The sum of bonuses for one employee cannot be greater than one month's official salary in the year.

Ministries and departments can also pay one-time bonuses (up to one month's salary a year) to employees of the administrations of all-Union and republic industrial associations who have successfully implemented the Shchekino method of work at subordinate enterprises.

Considering the quality of work and personal contribution of an employee, the manager of an association, with the consent of the local trade union committee, may raise (or lower) the employee's bonus, but not more than 25 percent. An increased bonus is paid within the limits of three salaries a year. As also true at enterprises, employees of association administrations may be fully or partially deprived of bonuses if there are problems with their work. These matters are decided by the ministry (department) and Council of Ministers of the Union republic in relation to management employees of association administrations.

The model statute also observes that the employees of industrial associations may, following established procedures, receive bonus payments for promotion of invention and efficiency work and active participation in work to patent and prepare licenses on Soviet inventions and scientific-technical advances to be sold abroad. Bonus payments to these employees based on other systems, including payments for building and introducing new equipment, and payment of bonuses for the general results of work based on annual totals are not made.

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TRAITS OF CONTEMPORARY WORKING YOUTH REPORTED, ANALYZED

Moscow SOTSIALISTICHESKIY TRUD in Russian No 10, Oct 79 pp 62-69

[Article by G. Blyakhman, professor, Leningrad State University:
"Social Portrait of a Contemporary Young Worker"]

[Text] In our days of swift scientific-technical progress and enormous changes in the nature of labor, when young people account for as much as 92 percent of the total growth in USSR labor resources, the training of young people for life and labor acquires increasing economic and social importance. "The current stage of development of our society," Comrade L. I. Brezhnev observes, "makes heightened demands on the nature and content of labor and on a person's preparation for life. To become a modern Soviet worker one must be ideologically confirmed, possess a broad polytechnical perspective, have completely mastered an occupation, take a creative attitude toward one's job, and be able to combine physical and mental labor harmoniously."¹

The CPSU Central Committee decree adopted in April 1979 under the title "Further Improvement of Ideological and Political Indoctrination Work" calls for intensification of the political, labor, and moral conditioning of young men and women and instilling in them a desire for knowledge, culture, and professional skill and a solicitous attitude toward public wealth. Improving the indoctrination of young people presupposes more thorough consideration of their special characteristics, which are manifesting themselves in a new way in the stage of developed socialism.

The CPSU Central Committee decree particularly emphasizes the importance of strengthening influence over all groups of young people and the importance of indoctrinating them in the revolutionary, combat, and labor traditions of the party and the people, in the spirit of communist morality, with due regard for the desires of young people and their rising level of educational and vocational preparation.

The transition to intensive development of production makes it more dynamic, speeds up the processes of specialization, and significantly

¹ Brezhnev, L. I., "Leninskim Kursom" [By a Leninist Course], Vol 6, Moscow, Politizdat, 1978, pp 315-316.

changes the occupational-qualification structure of workers. The diversity of work positions and requirements which they make on the worker personality is increasing on this basis, which also means more alternatives for a career in labor.

However, the opportunities for broad choice of an occupation in conformity with a person's abilities and inclinations taking account of the needs of society and the goals of comprehensive development of each individual, are not automatically realized. Furthermore, success in shaping the vocational and social makeup of the young worker to correspond to the current level of development of productive forces and production relationships depends precisely on the degree of influence on these processes, on how we control them, how effective the methods used for this purpose are. To do this it is important to have the most complete idea possible of the "initial" material, that is, a comprehensive description of the younger generation of the working class and constant information on significant changes in their basic qualities, motives for behavior, and the structure of stimuli that actively affect these changes.

The specific factors that influence the formation and development of young workers can be divided into two groups. The first group is associated with the characteristics of young people in general. This category of workers, in the stage of labor and social self-definition, generally have the best indexes for physical health and endurance. They have before them the longest period of labor capability. Other characteristics are rapid increase in the level of qualifications, high mobility, and dynamic qualities. Millions of young men and women, showing lofty patriotic aspirations in response to the call of the Communist Party and Leninist Komsomol, are constructing major industrial installations, building the Baikal-Amur Mainline, and erecting various agricultural structures in the non-Chernozem region. Young people stand out for their healthy critical attitude, intolerance of shortcomings, ability to react sharply to shortcomings and overcome them, and ability to perform assigned jobs with enthusiasm.

The second group of characteristics of the youth part of working class replacements is linked to the biography of the particular generation. The first thing to single out here is the social and demographic characteristics with which a young person enters life (origin, sex, and nationality). Secondly, this category includes vocational qualities, which are changing throughout one's life (education, vocational orientation and training, and qualifications). Finally, there are socio-political traits (party loyalty, value orientation, labor and social activism, satisfaction on the job, and the like).

Each generation continues the life and work of the preceding one. The current generation of Soviet young people is distinguished by the fact that it was born and formed under peacetime conditions, lives in the age of developed socialism, and has experienced the full, multifaceted

influence of the scientific-technical revolution, from physical acceleration to the information explosion.

How have these and other characteristics been reflected in the social portrait of contemporary (born in 1950 or later) working youth? Judgments about this may be made on the basis of statistical findings and the results of sociological studies made in 1965-1979 at enterprises in various industrial sectors in the RSFSR, Ukraine, Belorussia, Moldavia, Latvia, Tadzikistan, and Georgia.²

The social origin of young workers has changed significantly in the last 15 years. The percentage from peasant families has decreased. It is no more than 15 percent in the old industrial centers (Moscow, Leningrad, and Kharkov). Only in the new industrial regions does it reach 40 percent. More than half of the person's surveyed are second or third generation members of their class. However, in the large cities more of them have arrived comparatively recently (after completion of vocational-technical school, by organized recruitment). Many young workers still come in from nearby communities to work.

The percentage of workers whose fathers or mothers were specialists has risen significantly in recent years, up to 25 percent in the large cities. All these changes testify to the growing social homogeneity of our society. However, they give rise to new problems of social adaptation and demand a differentiated approach to the different groups of young people with due regard for available know-how and real, vital needs.

Changes in the sources of replacement of the working class make it especially timely to join the efforts of schools, labor collectives, the general community, and the family in the process of comprehensive labor indoctrination. The training shops of enterprises, interschool production training combines, student production brigades, and labor and recreation camps are expected to teach young people both vocational and social habits and to give them an idea not just what a particular occupation is like but also how the labor collective functions.

The composition of young workers by sex is becoming an increasingly significant social characteristic. Between 1950 and 1975 the share of women among workers and employees in construction dropped from 32 to 28 percent, and in transportation it went from 28 to 24 percent. A process of differentiation of sectors for men's and women's labor is concealed behind these changes. In the 1970's the share of young women employed in casting, forge, machine, and other shops with relatively unfavorable health conditions began to drop rapidly. The number of women in instrument making and radio electronics has increased. These shops are clean, with no dust; it is not necessary to carry heavy objects, and the qualities of painstaking care, accuracy, precision, and

² Studies were directed in various years by L. A. Ananich, G. P. Yelisseyev, V. G. Aseyev, V. A. Sidorov, K. T. Rakhimov, Ye. I. Krishev, M. R. Usmanova, and L. N. Obidova, graduate students who completed their work under the guidance of the author. In all, more than 10,000 young workers were surveyed.

rhythmic movements are especially important. The occupations of office worker, laboratory assistant, quality control checker, economist, and production engineer have become primarily women's occupations. The differences between the sexes with respect to reasons for choosing occupations have increased.

The primary reasons given by men for choice of occupations are earnings, prospects for growth, and the nature of the job. Young men pay increasing attention to working conditions and the possibility of satisfying non-production interests.

There are significant differences in methods of managing collectives of women and men. As sociological studies show, with women the micro-climate in the primary collective, the personal qualities of the leader (fairness, attention, even tone, and the like), and use of encouragement are especially important.

Another factor that must be taken into account is the significant "aging" of worker replacements. Universal secondary education has led to a sharp decrease in the number of workers under the age of 17. The percentage of married young people has increased, especially in the 1970's. The chief problem in young families is housing. More than 20 percent of those surveyed are renting from private individuals, and half of the young married couples live in dormitories or with relatives. All this is important to consider for work in youth collectives.

In the new industrial centers almost two-thirds of young families have no relatives in the particular city. For them it is especially important to receive advice in planning the family budget and distributing responsibilities, and young mothers need opportunities to work partial weeks or on a "flexible" schedule. The practice of building hotel-type dormitories and cooperative homes where the enterprise makes part of the initial payment or provides a long-term loan deserves support.

The rise in the educational level is the most significant distinguishing feature of the present generation of young workers. According to the findings of studies conducted on the initiative and with the participation of the Central Committee of the All-Union Leninist Komsomol, during the 1920's most (90 percent) of young workers were practically illiterate. By 1932 more than half of the workers under age 22 had received four years of education, and by 1940 it was 5-7 years. The war inhibited this process so that only in 1959 did the average number of years of school for young workers (under the age of 30) reach six. By 1970 it was 8.4 years. The last decade has been a radical change. Thus, according to the findings of a sociological study, more than 60 percent of the young machine building workers in 1979 have completed secondary school and 16 percent have secondary specialized education. In other sectors the percentage of young people who have completed 10 years of school is somewhat lower, but they are a majority almost everywhere in the age group up to 25 years.

The fact that the educational level of the young men and women in the city and the country in all Union republics has leveled out significantly means that the role of education as a factor of social differentiation has finished. In recent years the stratum of regular workers with secondary school diplomas has increased significantly.

At the same time, with the transition to universal secondary education, greater problems have arisen with keeping young people in production and preventing excessive mobility. According to the findings of studies in the 1960's only one out of three secondary school graduates was still a worker after 5-6 years, while the others had moved on to different social groups. In the early 1970's the average period of work of young workers with secondary school diplomas was 4.5 years (without diplomas it was 8.5 years). According to the findings of a sociological survey of young machine building workers in Leningrad in 1976, the period was about seven years.

Under conditions of the 1960's the level of fulfillment of output quotas was higher for workers with long experience but without secondary school diplomas. For this reason certain economists and sociologists argued that the transition to universal secondary education was economically inefficient and premature.³

However, when differences in the periods of work of these two groups of young people were eliminated, the advantages of secondary education showed clearly. Thus, where years of work were equal, indexes for participation in technical creativity and production management were 1.5-2.5 times higher for workers with secondary school diplomas, less time was required to master the basic and related occupations, and promotions to jobs as negotiators and foremen were frequent. Each additional year of school training reduces time required to master new types of jobs in machine building by 50 percent.⁴ At the same time, losses from poor work, breakage, and accidents decrease and the accuracy of measurements, the principal index of technological sophistication, increases.

Thus, the facts confirm not only the social, but also the actual economic benefit of universal secondary education of young people. It is a different matter that this impact is not realized all at once and not automatically, but only comes in appropriate conditions directed to securing

³ Antov, N. A., "Tekhnicheskii Progress i Dvizheniye Rabochikh Kadrov" [Technical Progress and the Movement of Worker Cadres], Moscow, Ekonomika, 1972, p 67; Krevnevich, V. V., "Vliyaniye Nauchno-Tekhnicheskogo Progressa na Izmeneniye Struktury Rabocheho Klassa SSR" [The Effect of Scientific-Technical Progress on Change in the Structure of the Working Class of the USSR], Moscow, Nauka, 1971, p 341.

⁴ Pilipenko, N. N., "Sovershenstvovaniye Professional'noy Podgotovki i Vospitaniye Molodykh Rabochikh" [Improving Vocational Training and the Indoctrination of Young Workers], Moscow, Ekonomika, 1971, p 14.

young workers, promoting their professional growth, and instilling a creative attitude toward labor.

The experience of various enterprises (the Svetlana Association and LOMO [Leningrad Optical Machine Association] in Leningrad, the Bratsk Aluminum Plant, and several enterprises in Rubtsovsk) shows that consolidating the in-house movements of workers makes it possible to cut worker mobility in half. The system for stabilizing the work force includes systematic and differential analysis of the causes of worker movement, making up passports [document descriptions] of all work positions, writing programs to equip the positions with up-to-date machinery and labor-saving devices, and expanding the scale of promotion for young workers taking account of their desires and qualifications and based on model charts of professional growth.

Studies in recent years show that important changes have begun in some major cities with respect to the vocational orientation of young people. The prestige of the skilled worker occupations and of various occupations in the service sphere is rising. According to the findings of Leningrad sociologists, in 1973-1975 the share of young students who decided while still in general school to enter a vocational-technical school increased from 27 to 36 percent and the share of parents who guided their children to do this rose from 28 to 39 percent. One out of three secondary school graduates chose a worker occupation and 72 percent of those who entered production did. In 1976 more than half of the students at secondary vocational-technical schools came from families of skilled workers and specialists; more than half of them received only "A" and "B" grades in the technical disciplines; more than half took part in public work; one-third engaged in sports; one out of 10 belonged to a technical study group; and more than half of them read at least 3-4 books a month. Just 10 years ago most of the students at vocational-technical schools came from incomplete families, received primarily "C" grades (in general and vocational-technical school), and showed no particular interest in literature.

However, of the thousands of occupations needed by the country, most young people know about only a few dozen. Random information continues to play a large part (60-70 percent) in vocational choice. The growth in the material well-being of parents enables many young people to spend years evading serious work under the pretext of "searching for a calling." Workers discharged for professional unsuitability cause significant losses every year, much more than would be needed to establish production training combines which, judging by the experience of Moscow, Leningrad, Nizhniy Tagil, and other cities, could become centers for the propagation of progressive organization of labor and studying the psychological and physiological characteristics of each adolescent. They would help young people choose a job that fits their capabilities and inclinations, which would mean a long-term job.

Very significant changes have occurred in the vocational training of worker youth. In 1970-1977 the number of students in the vocational-technical school system increased 1.4 times. The contribution of

this system to the total number of trained workers rose from 20.9 percent in 1960 to 25.4 percent in 1970 and 28 percent in 1977.⁵

In his study of the structure of youthful replacement for the working class by sources and types of training, V. A. Sidorov conducted studies at 10 machine building plants in different cities. According to the 1979 figures, 39.5 percent of the young workers received their specialization through individual brigade training, 15.7 percent learned it in technical schools, 10.1 percent in secondary vocational-technical schools, 8.6 percent in conventional vocational-technical schools, 7.2 percent in training combines and at courses away from production, 6.1 percent in tekhnikums, and 4.9 percent in general secondary schools. Under these conditions 40 percent of the young workers studied their occupations for six months or more, while 21 percent studied an average of just three months, and 39 percent had only brief instruction.

There is still a certain discrepancy between the relatively high general educational level and inadequate vocational training of a significant number of young workers. This is the principal factor inhibiting a rise in the productivity of labor and quality of their work and explains the high indexes of mobility and dissatisfaction with the chosen specialization.

When comparing the effectiveness of different forms of vocational training, it should be considered that the time on the job of graduates of secondary and conventional technical schools (according to the findings of studies in 1976-1979) averages 5-6 years less than for workers who receive the specialization in production. But graduates of these schools proved to have the highest number of efficiency workers (17 percent), and where time on the job is equal they turn over more output on first submission, save materials in comparison with norms, and insure a high level of equipment preservation. Individual brigade training offers advantages in fulfillment of output quotas and satisfaction with one's labor situation at the enterprise. However, these advantages come out only at first and where the assortment of output being produced is stable; when there are changes in assortment and reorganization of production technology the representatives of this group, which is still the largest group of young production workers, fall into last place for all indexes of work quality.

The greatest potential worker mobility is observed with those who receive specializations at general educational schools. The first two years are decisive for the graduates of vocational-technical schools. After overcoming this adaptation barrier they become firmly entrenched in production jobs. Among lathe operators and assembly workers who graduated from vocational-technical schools one out of two continue their studies, while only one out of eight workers trained in production does so.

⁵Calculated according to figures from "Narodnoye Khozyaystvo SSR v 1977 g." [The USSR Economy in 1977], Moscow, Statistika, pp 377-379, 395-397.

Data obtained in the course of our studies confirm the idea, which has taken root in the literature in recent years, that there are no universal forms of vocational training that are effective in all conditions.⁶ The advantages of the secondary vocational-technical school and technical school are associated with more thorough general technical training of workers compared to other forms, close integration of general and vocational education, and a prolonged stay by young people in educational collectives, offering optimal chances to instill in them the habits of self-education and continuing interest in technical creativity, sports, amateur artistic activities, and the like. This is very important for occupations with a significant share of mental labor and organizational functions. Definition of this group of professions on the basis of an analysis of the use of young workers in production and ratification of a corresponding list for all economic sectors is a very pressing task.

One of the difficulties with school training is the need for a double adaptation, first in the school collective and then in the work collective, which differs significantly in norms of behavior and traditions. Moreover, the quality of training is not always up to the level and demands of contemporary production. Thus, many graduates of vocational-technical schools, for example in machine building, enter production with a skilled category that does not always correspond to that of the jobs they will be doing. The development of direct ties between vocational-technical schools and enterprises is the main way to solve this problem. The very effective practice of assigning production sponsors to future workers while they are still at the vocational-technical school should be broadened. At the present time the sponsors receive only one student out of 10 in this stage. The vocational-technical schools in Leningrad have followed very interesting practices in personal distribution of graduates. Before they graduate these students, just like students graduating from *tekhnikums* and higher educational institutions, find out exactly what jobs they will hold, where they are being sent, and go through on-the-job training there, giving them an opportunity to make a final choice of place of work.

Training in courses at the educational centers of large production associations has its advantages. In addition to substantial savings of time and money for the training of workers, this form of education for young workers enables them not only to master occupational skills and knowledge, but also to find their place in the work collective quickly and avoid the double adaptation.

Training in such courses is most effective when preparing workers for the common occupations whose conditions differ significantly at particular enterprises. The group of such occupations can also be defined centrally and the programs of training standardized with those adopted for vocational-technical schools. The training centers are also valuable because they are the best place for retraining workers and teaching

⁶Belkin, V., "New Demands for Training Workers and Raising Their Qualifications," *SOTSIALISTICHESKIY TRUD* 1978, No 7, p 82.

specialists to operate and repair new equipment built at the particular association.

In 1970 28 percent of the workers were trained in such courses; in 1976 the figure had risen to 35 percent. At enterprises of the transportation, coal, and petroleum refining industries 50-60 percent of the workers are trained by training course combines whose courses of study follow vocational-technical school curricula. However, three different forms of study are contained behind the general figures: training new workers from the group of young people; raising qualifications, re-training, and mastering related occupations; further study by workers who have already received a different specialization.

Young workers who earned their specialization during service in the army are specially valuable to production. They have a high level of vocational skill and knowledge, good discipline, a heightened sense of responsibility for the assigned job, and the habit of helping one another out.

According to survey findings, the share of young workers who received their specializations in general schools is no more than five percent in machine building and metal working and 2-3 percent in various other sectors. Only in those cities which have interschool production training combines or training shops with modern equipment where young people participate in the production of planned output was this percentage higher. Incidentally, the indexes for keeping these young workers in production were close to average.

However, the quality of work of those who have gone through only brigade training, in particular individual training, remains the most critical problem. According to the findings of numerous studies, this category of workers is falling even further behind average indexes for mastery of the occupation. Society is suffering here not only because of direct losses from poor work, breakage, and lower quality but also because of the mobility of this group of workers and the resultant need to keep an extra number of auxiliary workers such as quality control checkers, adjustors, duty mechanics, and the like, to serve them.

In general, contemporary young workers achieve occupational maturity earlier than preceding generations did. Nonetheless, the problem of raising their qualifications remains critical. According to research data, the general picture does not appear alarming. Almost two-thirds of the graduates are working in jobs that fit their skilled categories; one out of four receives a more complex job and one out of 10 receives a job with lower qualifications. One out of seven has received a higher skilled category within six months of arrival at the enterprise, while 15 percent need a year for this, 23 percent take from one to two years, and 12 percent from two to three years. However, we are alerted by the fact that 35 percent of those surveyed with an average of three years on the job at the particular place had not improved their skilled category. By the age of 25 only one

worker out of 14 at 24 enterprises had reached skill category IV and only one out of 100 had a higher rating. The average of trainees was more than 20, and the average for workers in categories I-II was 26 years.

The outdated idea that the foundation of high qualifications can only be long years of experience, not organized training, continued to exist in many sectors. About 45 percent of those surveyed, with an average of four years on the job in one place, had not raised qualifications in these forms.

The current needs of production dictate the necessity of planned and systematic improvement of qualifications on an organized basis, at predetermined times, and steadily moving from simple forms to more complex ones with the granting of appropriate certificates or diplomas at each step. It is important here to insure mastery of general technical and economic knowledge and progressive methods of labor organization and work skills and to establish a direct tie between a rise in qualifications and professional advancement and higher wages. The granting of a higher wage category may be tied not only to the skill category of the jobs performed but also to mastering related operations and consistent participation in efficiency work and public forms of production management.

The practices followed at the Volga Automotive Plant are widely known. Workers who want to reach the next category must meet predetermined demands, and preference is given to employees of the particular enterprise. Individual prospects for growth are established on the basis of annual certification of young people. An instructive example is provided by the Baku Home Air Conditioner Plant where the prior training of workers at vocational-technical schools and on-the-job-training at plants in Tol'yatti, Minsk, Vil'nyus, and Kharkov made it possible for the plant to achieve the highest quality category for its output within a year after it was launched. Work to raise qualifications is coordinated at the plant by a training methods council which is supported by public organizers in the shops.

At the Kalinin Worsted Goods Combine the schools for youth that operate during the quarter under the direction of the shift head and production sponsors who are released from their primary jobs during steady time enable many newcomers to reach the level of labor productivity of leading workers quite quickly. At the Thread Spinning Combine imeni S. M. Kirov most of the young workers take training every year. In the first stage it envisions stabilizing work procedures. In the second stage it aims to see that the young workers achieve the average labor productivity for the shop. In the third stage the goal is the highest labor productivity in the particular occupation.

Sociological studies give an answer to the question of whether young people adapt more rapidly in youth brigades or mixed brigades. Vocational adaptation occurs more rapidly if the young workers are

working alongside regular workers. Adaptation in the collective is easier among one's peers. It follows from this that it is wise to set up youth collectives primarily in sections with comparatively simple jobs that are uniform in qualification and to consider that fitting into the collective here is at first more important than mastering occupational subtleties.

Analysis of the sociopolitical and sociopsychological traits of young workers indicate the uniformity of fundamental traits in all generations of the working class. The principal evidence of this is their social activism. One out of 11 young production workers at the plant investigated is a member of the CPSU or candidate for membership. Eight out of 10 engage in public work, and one out of three takes part in the activities of public agencies for production management (standing production conferences, people's control, Komsomol Searchlight, scientific-technical societies, the All-Union Society of Inventors and Efficiency Workers, and others). Half of them participate in the discussion of production issues at worker and Komsomol meetings.

All this is reflected in indexes of work quality (which were measured by the expert evaluation of foremen) such as initiative in searching for new work techniques and supporting progressive innovations; diligence — desire to perform one's functions with great care regardless of personal advantage and outside checking; organization — the ability to organize one's labor efficiently, calculate prospective expenditures of time and resources, and objectively evaluate results; economy — a thrifty attitude toward all types of public property and intolerance of poor management in all its forms.

The value orientation determines the attitude of young workers toward labor. This attitude is expressed by assessing it as a means of living (orientation to wages), as a means of demonstrating one's talents and developing personal qualities (orientation to the content of labor), and as a means of establishing a person's position in the collective and in society (orientation to the social significance of labor).

In general it is satisfaction with the job that expresses how well actual conditions correspond to expectations, wants, and ideals. Seventy-five percent of the workers questioned gave a generally positive evaluation to their jobs, and at leading enterprises such as Uralamash, the Novosibirsk Aviation Plant imeni V. P. Chakalov, the Baltic Shipyards imeni Ordzhonikidze, and the Rustavi Metallurgical Plant, among others, the figure was more than 90 percent. However, satisfaction with particular aspects of the labor situation is much lower. For example, while 90 percent were satisfied with relations in the collective, just 65 percent were satisfied with relations with the administration, 62 percent with the content of labor, 60 percent with working conditions, and 52 percent with labor organization.

It is noteworthy that just 51 percent of workers on conveyor lines and lathe operators expressed satisfaction with working conditions, and assembly and repair workers have serious complaints about labor organization (satisfaction among them is just 31 percent).

Among the factors specific to young people that affect satisfaction with work, and through it influence work quality, we may note enlisting young people in technical creativity and competition. At the plants studied only four percent of the young workers were efficiency workers, which is just one-third of the figure among more experienced, but less educated workers in the 40-50 year age bracket. Only five percent of the young workers surveyed take part in study groups of scientific-technical societies and the All-Union Society of Inventors and Efficiency Workers. Among the main factors that inhibit their participation in efficiency work young people refer to inability to choose a topic and to find a method of solution owing to a lack of professional knowledge and experience (40 percent of the answers) and lack of time, which is frequently tied to inability to organize and plan leisure time (20 percent).

Competition is the most widespread form of creative activism among workers. The distinctive features of organizing competition among young people are related to the specific evaluation criteria (the necessity to consider improvement in indexes more than just their level) and the distinctiveness of the forms of organization of competition (content and totalling results of competition separately for newcomers and regular workers) and labor stimuli (the special role of nonmaterial stimuli and collective forms of encouragement, and promotion).

In planning and organizing work with young people it is important to begin not only from objective report data on the quantitative indexes achieved by the workers but also from subjective evaluations of their successes, difficulties, and shortcomings. Following the principle of a differential approach and taking account of the special characteristics of the group depending on age, sex, occupation, specialization, and the like will make it more probable that the best and most reliable "key" to each young person will be found.

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EXPANDED USE OF RUSSIAN FOR PREDRAFT TRAINING STRESSED

Moscow VOYENNIYE ZNANIYA in Russian No 9, Sep 79 signed to press 9 Aug 79
p 41

[Text] An instructional-training seminar was held in Dushanbe for chiefs of sections, inspectors, and educational specialists from the ministries of education, oblast education departments, and reader improvement institutes of Central Asian republics and Kazakhstan. It dealt with problems on studying basic military training in ethnic schools in the Russian language. Representatives of the Baltic republics and Transcaucasus areas also attended. The education specialists heard a series of reports, visited secondary schools in Dushanbe and Regarskiy, Gissarskiy, Leninskiy and Ordzhonikidzeabadskiy rayons of the republic, and attended training sessions on basic military training. Later seminar participants exchanged work experience. They came to the unanimous conclusion: it is necessary for military instructors at ethnic schools to work closely with Russian language teachers and to strive to use the Russian language in carrying out measures on military-patriotic education, so that on Russian language day, which occurs once a month in the schools, all lessons will be conducted only in Russian. Recommendations were made at the seminar which set down specific measures for teachers at ethnic schools for further study of the Russian language and basic military training. N. Dmitriyev, educational specialist on basic military training of the republic instructional training department.

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TRANSPORTATION

BUREAUCRACY HINDERS PRODUCTION OF NEW SYE-100 AGRICULTURAL AIRCRAFT

Moscow SOTSIALISTICHESKAYA INDUSTRIYA in Russian 14 Nov 79 p 5

[Article by correspondent Zh. Tkachenko, Kiev: "Red Sails and a Bureaucratic Style: Why the SYe-100 Aircraft Couldn't Get Off the Ground"]

[Text] This story began as follows. The young people designed an aircraft in their time off. It was not some kite on a string or even a glider, but a real special-purpose craft--a low wing monoplane for agricultural projects using a turboprop engine and powerful high-lift devices; i.e., a craft which contained a large number of progressive engineering solutions which immediately drew the attention of operational specialists.

But the project, carried out on a large scale and calculated on computers according to methodologies existing in contemporary aviation, was hidden in iron boxes and buried by the authors (it was still an aircraft!) in a secret place.

"A detective story?"

"Don't be in a hurry."

The first articles merely had to appear in the press when orders and queries poured in. Before me are tens of letters on official forms of major state establishments.

The interested organizations are unanimous: Such an aircraft is necessary. And they request the Ministry of the Aviation Industry to build a prototype.

The attitude of the Minaviaprom [Ministry of the Aviation Industry] to the fact placed before it by life abounded in nuances. At first it was slight disdain on the order of: "Anything for peace and quiet..." Then there was guardedness: "What kind of self-styled KB [design bureau] is this?" "Who needs it, this illegitimate aircraft?" Then came precise disdain, formulated as follows: "The AN-2 and M-15 exist at the present time and we don't need another. And finally the categorical: "We will not build it."

And in all this there was not a drop of interest, not even businesslike or simply human interest: What kind of people are these who simply went and created an aircraft? And what if future Antonovs, Tupolevs or Il'yushins suddenly are found there? What kind of animal is this "SYe-100"? Isn't it curious? Were ten years really too few to study the question seriously and respond sincerely: Lads, you wanted to design an aircraft, but you got a cart. But the answers were different: No one asserted that nonsense had been created, but each one found a reason to shun the "SYe-100." We will return again to these answers, but now is the time to tell how the new aircraft originated.

The Kiev Social Design Bureau was set up in the sixties. The young engineers who joined it immediately agreed not to grind down or dissipate their forces, but concentrate them on a major problem which for some reason was unresolved. Economists, cybernetics specialists, mechanical engineers, mathematicians and physicists worked in the bureau... Each looked in his own area for a problem which, moreover, was within the capability of the young collective. No adventurism! Everything was placed on a serious research basis. Perhaps because a majority of them work in the aviation industry, the thought originated to create a design of an aircraft needed by the national economy. What kind of aircraft? This had to be studied.

As a result a picture worthy of amazement opened up. Agricultural aviation proved to be a poor stepchild amidst the rapid growth of domestic aviation construction. As in no other field of domestic technology, there had been no substantial changes in its development for many years. Several types of aircraft disappeared after having hardly appeared and practically the entire colossal volume of agricultural work lay on the shoulders of the small "AN-2," the "Annushka" beloved of all, which was born in 1946. It was an excellent aircraft, with an absolutely unique and long-lived career, but time spares nothing--neither people nor machines.

And so the task was posed: an agricultural aircraft. They pledged to complete the project by the centennial of V. I. Lenin's birth. From this came the designation "SYe-100." Agricultural-jubilee.

One fundamental element must be clarified. The work on a volunteer basis in the design bureau was not a hobby for them, nor was it a pleasant way of passing the time. Professionals worked seriously here in the evenings, on days off and often even on vacation time. Among them were two candidates of sciences, one State Prize laureate and they were primarily aircraft builders and designers of the first category. Many of them are working in the aviation plant and in the KB of General Designer Antonov.

At first I could in no way understand why. Why this dual load? And then, after becoming better acquainted, I realized that, as for each of us, the work in a job is current and programmed, but a person also has the red sails of a dream--of going beyond customary bounds and giving free rein to fantasy, perhaps even not always realistic... It was this very goal of

arousing a dream and giving play to the creative elements in each person after orienting them for the good of society which the creation of design and other social groups pursued. This is also mentioned in the decree of the Kiyevskaya Oblast Committee of the Ukraine Komsomol and the Presidium of the Kiyevskaya Oblast Council of VOIR [All-Union Society of Inventors and Rationalizers]. It was they who appointed Viktor Glebovich Abel'yants, a member of the Kiev Society of Young Scientists and Specialists, an engineer, as bureau director.

And so fifty engineers (I will stress once again that these are professionals and not amateurs) took up a difficult but entertaining job. And they accomplished it as planned, by the centennial of V. I. Lenin's birth. The collective rejoiced. Then it began to wait patiently for the findings of state organizations, which were authoritative and highly qualified.

I have in my hands a finding approved by the scientific-technical administration of the MGA [USSR Ministry of Civil Aviation] in 1971.

"Having examined the project of the 'SYe-100' special agricultural aircraft submitted by the design bureau on a public basis (city of Kiev), the GosNIIGA [Order of Labor Red Banner State Scientific Research Institute of Civil Aviation] notes the following:

"The 'SYe-100' aircraft with a series-produced engine satisfies practically all requirements set in the 'Technical Task' and provides for a productivity of 93 hectares per hour and a treatment cost of 1.0 rubles per hectare in disseminating granulated fertilizers with a norm of 150 kg/hectare, which tentatively exceeds the productivity of the 'AN-2' aircraft with new tunnel dusters by twofold with a reduction of 1.7 times in treatment cost per hectare. Chief of GosNII of Civil Aviation M. Kuznetsov."

In 1973 TsAGI [Central Aero-Hydrodynamics Institute] specialists performed an analysis and comparative evaluation of the basic parameters, flight data and economic effectiveness of the "AN-2," "M-15" and "SYe-100" agricultural aircraft. We find in the TsAGI report the conclusion: "Under comparable conditions and a uniform methodology and with the application of one and the same computer programs, a complex comparison of agricultural aircraft has been given, as a result of which the advantage of the 'SYe-100' aircraft project has been identified and substantiated in detail for its technical and economic indicators over other submitted projects and the 'AN-2' aircraft presently in operation."

Everything seemingly is clear. But the years go by and, as before, the "SYe-100" flies... through offices.

On learning of the design of the new aircraft, the USSR Ministry of Agriculture writes to the Ministry of the Aviation Industry about the need to step up creation of the aircraft on the basis of this development. After reporting that there was an agreement on creation of the "M-15" aircraft

in the PNR [Polish People's Republic] with the immediate participation of a group of Soviet consulting specialists, the Ministry of the Aviation Industry concluded that "duplication of developments of an agricultural aircraft in our country is inadvisable." But no one proposed to duplicate. The subject was an already existing detail design!

And the impression is created from other letters from the Minaviaprom [Ministry of the Aviation Industry] that they are not reading the correspondence which they are answering. In November 1971 A. Bolbot, chief of a main administration, wrote to the Kiev OKB [Special Design Bureau]: "I am responding to your letter to USSR Gosplan on the question of creating an agricultural aircraft that the development of such an aircraft has been assigned to one of the design bureaus." The designers explain that it was not a question of creation, but of the fate of what already had been created. No answer followed.

On 28 December 1978 A. Bolbot, now a deputy minister, states: "The Main Administration of Scientific Research Organizations has requested General Designer Comrade Antonov to examine together with TsAGI the proposals by Comrade Abel'yants and to offer a conclusion as to the 'SYe-100' design."

So that's it! Delicately speaking, to remove responsibility from oneself and shift it to Oleg Konstantinovich Antonov. This apparently still embarrassed the author of the letter, because he considered it necessary to explain: "The Minaviaprom counts on obtaining the opinion of a very important specialist on agricultural aircraft, with enormous experience of creating and employing such aircraft, in order to understand what there is of use in the proposals on the 'SYe-100'."

Well, it's possible to accept this variant as well, but why did the Minaviaprom need the opinion of a very important specialist, if O. K. Antonov's critical remarks with regard to the "M-15" project were ignored? In addition, it is known that Antonov himself was at one time in the very same position with his own "AN-2" as the designers from the OKB are now. In February 1946 he wrote to a party obkom secretary in an attempt to get the "AN-2" built: "The question of building the aircraft at the plant remains unresolved, since the scientific research institute of the GVF [USSR Civil Air Fleet] reported that in their opinion such an aircraft was not needed. I do not agree with this. It would be very valuable for me to know Your opinion as a leader well acquainted with the needs of our country."

As we see, the attitude toward agricultural aviation technology has changed little since then. In his last response, V. Leont'yev, chief of the Main Administration of Scientific Research Organizations, again states that further development of agricultural aircraft must proceed on the basis of present designs because of the sum total of flight specifications and economic characteristics, as well as operating data. There are no plans for creation of a new agricultural aircraft.

The red sails begin to flap involuntarily under such pressure... But how about the dream? And the economy? This is what we wanted to ask the heads of Minaviaprom. Because a newspaper does not have the right to select a type of aircraft or intervene in the technical policy of a department. And if we quoted documents in so much detail, the Ministry's heads will excuse us because they themselves provided sufficiently thorough grounds for this.

The enthusiasts naturally also turned to the city public opinion for support. What is it? Judging from one of the documents signed by V. Gayev, secretary of the Kiev City Committee of the CP of the Ukraine, its position is clear: As soon as the question is resolved in principle, the gorkom will give comprehensive assistance and support in building the aircraft.

And so the circle has closed on the Minaviaprom. I would like to believe that its heads will finally find an opportunity to create a prototype of the aircraft. Human labor cannot be waved off in this manner, for it represents our riches. An abundance of designs? But this is good, not bad. Patent them and sell them. Let others use them, and let us get the profits. A design possesses patent purity.

To see new things and persistently beat a path for them--has the party really removed this concern from sectorial departments at any time? And in displaying it, we must recall Lenin's words: "We cannot get by without romantics; better an excess of it than a shortage."

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TRANSPORTATION

MARITIME FLEET PREPARES FOR OLYMPICS

Moscow VODNYI TRANSPORT in Russian 13 Nov 79 p 4

[Article by correspondent V. Fedorov, Odessa: "Routes of the Olympics: We Await the Dear Guests"]

[Text] As already has been reported, the Morpasflot [Central Passenger Agency of the USSR Ministry of the Maritime Fleet] All-Union Association has been designated general carrier of participants and guests of the 1980 Olympics. A great deal of work in preparing for and accomplishing this task is being carried on in the Order of Lenin Black Sea Steamship Company.

The Olympic flotilla includes several vessels, some of which not only will deliver guests to our country, but will also make several trips on the Black Sea.

The longest route is that of the "Kazakhstan." It will go from the United States of America. The "Belorussiya" will arrive on a run from France, the "Latviya" from the GDR, the "Azerbaydzhan" from Italy, the "Ukraina," "Adzhariya" and "Bashkiriya" from countries of Africa and the Near and Middle East. Tourists from the FRG and a number of other countries will travel on the "Kareliya."

The planned modernization repairs already have begun on all vessels. Their purpose is to improve the comfort of passenger salons, restaurants, bars and cabins. It is also planned to create good conditions for the passengers' rest and for conducting cultural entertainment programs and practices. By the way, it is for this purpose that athletic areas are being improved or newly built and gymnasiums are being equipped with new inventory.

Vessel crews are performing much work of preparing to make the honorary and important trips. The tasks have been discussed at meetings. Specific activities have been planned everywhere. Collectives have made additional pledges in socialist competition.

Even now special programs are being prepared for concerts involving the participation of amateur artists. Komsomol organizations of passenger vessels have joined actively in this important work. They are holding competitive reviews for the right to serve participants and guests of the Olympics.

Under the direction of experienced chefs, restaurant workers are preparing ahead of time all possible variants of menus for the period of the trips and they are mastering the art of preparing original dishes of the Russian cuisine and that of USSR nations.

The sea terminal--the gates of Odessa--also is preparing thoroughly for the Olympic Games. Reconstruction is being completed on the central hall of the restaurant, on two of its bars and on the summer room for 350 persons located on the roof of the depot. Original lamps, figured ceramic stove, a finish of Karelian birch, delicate metal partitions; in short, decoration reflecting the maritime theme--all this unquestionably will beautify our sea terminal. Along with local skilled craftsmen, Czechoslovak masters of the Drevouniya Firm also have made a significant contribution to decorating the entire restaurant complex.

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TRANSPORTATION

NEW AEROFLOT ROUTE TO VIETNAM

Moscow VOZDUSHNYY TRANSPORT in Russian 7 Jul 79 p 3

[Article by V. Khrekov: "A New Aeroflot Route"]

[Text] Hanoi. "Aeroflot flight SU-533 from Moscow to Ho Chi Minh has landed." This announcement was heard for the first time in Tan Son Nhut Airport of the largest city of socialist Vietnam, which bears the name of the leader of the Vietnamese Revolution, Ho Chi Minh. From now on the silvery Aeroflot Tu-154 airliner will make regular trips once a week to this very important economic and cultural center of the southern part of the SRV.

"The opening of the new route," said Nguyen Huu Than, chief of the foreign relations department of the Main Directorate of Civil Aviation of SRV, in a talk with the TASS correspondent, "is a banner event in the development of relations of friendship and cooperation between aviators of the two fraternal countries. Despite the fact that only ten years have passed since the signing of an intergovernmental agreement on air traffic between the Soviet Union and Vietnam, the volume of passengers and cargo transported has risen significantly. The technical outfitting of civil aviation services also has been renovated. Modern Soviet Il-62M liners are covering a distance of 10,000 km in just 13-14 hours, while previously almost a whole day was spent for this."

"The vigorous development of air traffic between our countries," remarked Nguyen Huu Than, "is connected inseparably with the expansion of comprehensive cooperation between Vietnam and the Soviet Union."

Nguyen Huu Than announced that Aeroflot liners now carry annually approximately 15,000 passengers, but it is expected that this number will increase considerably. He noted in particular the assistance given Vietnam by the Soviet Union in the development of civil aviation and gave high praise to the Soviet aviation technology and equipment for domestic routes of the Republic being delivered to Vietnam, as well as to the training of Vietnamese pilots and navigators in Soviet universities for the SRV civil fleet.

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